

## Local Pay for Performance Plan for Student Achievement Awards

Describe Group of Certificated, Building-based Employees

Certified Staff, Principal, Special Education, Title 1, and Librarian

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1. Full course success	1. 70%	1

Describe How Success Will be Measured

Teachers have been aligning their curriculum with the common/state standards. Until we fully implement common core and determine "how" to utilize the data to the best of our ability we want to focus on college and career readiness of our students. We feel that as students complete class work, projects, and pass exams this gives us a good gauge as to where students and faculty are in preparing for the real world. We feel at least 70% of our students can earn a 70% or higher in each class to be considered passing.

Describe How This is an Objective Measurement of Student Success

Each final course grade will measure the amount of knowledge retained throughout the year for each student. Student success is measured based on content knowledge of the common core/state aligned standards.

What is the Research Basis of This Proposal as a Measure of Student Success?

Although testing has been used in several schools throughout Idaho and nationally, we did not want to gauge our success on testing only. How students perform, participate, and respond to assessment feedback gives us a bigger picture of success for students. Schools that have used multiple facets to gauge success in classrooms have reported success in determine retention of concepts, which is a direct result of successful teaching.